

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
December 2015



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries	339	392	351	317	311	340							2050
Number of Complaints Drafted	140	164	143	146	141	125							859
% of inquiries drafted	41%	42%	41%	46%	45%	37%							42%
Employment	208	232	203	216	229	207							1088
Housing (Real Estate)	58	65	58	43	42	50							266
Public Accommodation	44	40	41	14	23	37							162
Credit	1	3	1	2	0	1							7
Education	9	17	14	4	7	13							51
Unknown	19	35	34	38	10	32							136
Number of Complaints Formalized	86	67	70	73	71	57							424
Employment	56	42	50	58	54	47							307
Transferred from EEOC*	2	6	7	13	11	11							50
Housing (Real Estate)	13	13	13	12	9	9							69
Transferred from HUD**	2	0	1	3	1	1							8
Public Accommodation	15	10	5	3	7	1							41
Credit	0	0	0	0	0	0							0
Education	2	2	2	0	1	0							7

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries by Region	322	363	390	310	311	340							2036
Region 1	33	32	51	33	42	32							223
Region 2	22	30	40	30	18	26							166
Region 3	17	20	23	17	19	25							121
Region 4	13	14	11	16	6	9							69
Region 5	147	169	173	127	135	150							901
Region 6	36	25	20	25	26	34							166
Region 7	16	6	10	12	10	17							71
Region 8	17	27	20	27	21	19							131
Region 9	19	35	39	22	20	18							153
Unknown/Out of State	2	5	3	1	13	10							34

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
% of Aged Cases by Area													
Employment	9%	10%	10%	11%	11%	11%							10%
Housing (Real Estate)	7%	10%	3%	0%	0%	1%							3%
Public Accommodation	8%	11%	7%	13%	26%	35%							17%
Credit	50%	50%	0%	0%	0%	0%							17%
Education	15%	16%	16%	24%	22%	46%							23%
Open Cases by Area													
Employment	779	722	705	701	678	683							
Housing (Real Estate)	75	85	89	90	90	94							
Public Accommodation	153	152	152	147	147	148							
Credit	4	3	3	3	3	3							
Education	47	48	50	48	46	46							

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate, or Right to Sue), FO = Final Order.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Number of Cases Closed	52	80	93	83	79	42							429
Employment	43	70	72	63	59	34							341
Housing (Real Estate)	5	4	7	11	10	7							44
Public Accommodation	4	5	10	6	7	1							24
Education	0	0	4	2	3	0							9
Credit	0	1	0	0	0	0							1
Type of Closure													
NPC	34	56	80	72	59	35							336
CWS	12	16	10	8	12	4							62
CW	0	3	0	2	1	0							6
AD	6	5	3	1	2	1							18
FO	5	4	0	0	3	1							13

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Probable/Reasonable Cause Findings	1	2	7	6	5	2							23
Employment	1	0	5	5	2	1							14
Housing (Real Estate)	0	2	2	1	3	1							9
Public Accommodation	0	0	0	0	0	0							0
Education	0	0	0	0	0	0							0
Credit	0	0	0	0	0	0							0
Active Cases													
Employment	28	29	32	34	35	37							
Housing (Real Estate)	15	19	19	19	20	19							
Public Accommodation	5	5	5	5	4	4							
Education	5	5	5	5	5	5							
Credit	0	0	0	0	0	0							
Average Age of Cases since NOF*	484	460	473	471	475	492							

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Kiani Casteneda v Lowe's Home Centers, LLC is an employment case based on disability discrimination. The Complainant alleges that she was denied a reasonable accommodation and required to use as well as exhaust her medical leave because of her disability.

Denise Stender v John Gass is a housing case alleging discrimination based on disability. The Complainant alleges that Respondent denied her request for a reasonable accommodation.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Tammy Huntington v Diane Craig is a housing case based on disability. The Complainant alleged that Respondent unreasonably denied her request for a reasonable accommodation. The case was transferred to State Court.

T. Akers v Park Regency is a housing case based on race. Complainant alleges that she was threatened with eviction and subjected to different treatment based on race. This case was transferred to State Court

Articles of Interest:

[ICRC, MLK Holiday Commission to host 25th Dr. King Celebration](#) 12/21/15

[Landlord charged with not providing reasonable accommodation](#) 12/15/15

[ICRC issues charge against Lowe's Home Centers](#) 12/11/15